



DEPARTMENT OF THE ARMY
UNITED STATES ARMY, EUROPE, and SEVENTH ARMY
UNIT 29351
APO AE 09014-9351

REPLY TO
ATTENTION OF:

AEAGA-CL

- 7 OCT 2004

SUBJECT: CPD Policy Memorandum LN-GE-RIF 2, Local National (LN) Reduction-in-Force (RIF) – Payment Responsibilities

1. References:

- a. USAREUR Regulation 690-84, Reduction in Force – Local National Employees in Germany; English Translation of USAREUR Regulation 690-84, 5 May 2000.
- b. Army in Europe Regulation 690-68, Local National Transfer and Appointment Benefits in Germany, 7 June 2004.
- c. Collective Tariff Agreement (CTA) II of 16 December, Section 44.

2. Purpose: To establish policy in accordance with reference 1a regarding liability for labor costs when surplus local national employees are placed in vacant positions in other organizations.

3. Policy:

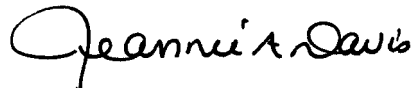
- a. Payment liability transfers to the gaining organization on the effective date of the permanent placement of an individual in that organization. This also applies to “involuntary” placements, i.e., those effected by means of a notice for change of employment conditions as well as “voluntary” placements effected by mutually agreed upon reassignments or transfers. Labor costs include all elements of income protection afforded the employee.
- b. Employees may be employed in the gaining organization prior to the effective date of their permanent placements. They may be detailed to the gaining organizations in accordance with reference 1c, temporarily reassigned, or transferred. For the duration of the individuals’ temporary employment in the gaining organizations, labor cost liability also transfers to these activities. In addition to monthly wages and salaries, gaining organizations must also pay any travel costs and per diem due to the individual employees until their permanent placement. During a detail, time spent while commuting to the new temporary place of duty that exceeds the individuals’ commuting time to the current place of duty is counted against the normal working time. For reasons of equity, this also applies to any other temporary placement of surplus employees.
- c. Per reference 1b, employees who are placed into positions outside their commuting area under reduction in force may be entitled to payment of separation allowance, rental subsidy,

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moving expenses and other costs incidental to establishing a new residence at the new location of employment. For USAREUR organizations, these costs are borne by HQ USAREUR. For employees of non-USAREUR organizations, respective losing activities bear these costs.

4. HQ USAREUR/7A POC is Mr. Wolfgang Trum, 375-2522, fax 375-2511, e-mail wolfgang.trum@us.army.mil.



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